

Summary of Changes with the ACOA 2015-2018 Collective Bargaining Agreement

This simplified summary is provided only for convenient reference. For any questions, please refer to the exact wording of the collective bargaining agreement.

Leave:

ARTICLE	CHANGE
20.1	Article 20 (Leave) now includes a leave cap. It also requires mandatory leave usage for those with more than 400 hours of personal leave as of December 15, 2015. This parallels the leave caps introduced for other contracts (see http://doa.alaska.gov/dop/payroll/leaveProvisions/) except that the cap is 1,500 hours. As of December 15, 2015, those with more than 400 hours of personal leave accrued must use at least 126 hours of personal leave during the 2016 leave year. They may cash in up to 42 hours to count towards this usage. If a member subject to this mandatory leave usage is denied the required leave use, the member is entitled to have the leave cashed out at time-and-a-half at the end of the year. If the member failed to schedule the mandatory leave and is not directed to use the leave, on the other hand, the mandatory leave is cashed out at the annualized rate.

Payroll:

ARTICLE	CHANGE
14.2, 21.4	Incorporates expired Letter of Agreement #15-CO-094 into the contract, providing generally that CO Is who have received an education incentive step retain B step upon promotion to CO II.
21.13.E(3)&(4)	Incorporates expired Letter of Agreement #13-CO-155 (step placement after demotion or transfer to a lower range) into the contract.
20.1.D	Leave cash-ins limited to six requests per calendar year
20.2.B(2)	Return of unused donated leave: Leave donations are to be collected by the union and forwarded to the payroll services supervisor. They are posted in the order received. "Once an employee returns to work, if after three pay periods in which the donee does not require the use of donated leave, the leave donated and not used by the donee shall be returned to the donor."

Administrative:

ARTICLE	CHANGE
12.2.B	The union and member will be given a minimum of 48 hours (increased from 24) notice before an investigatory meeting.
12.3.D	"All suspensions will be scheduled in a timely fashion subject to emergencies."
9.7.D(1)	Language is clarified to reflect the current practice regarding seniority lists: COs who leave the CO bargaining unit will generally retain seniority formerly accrued as a CO when they return to the CO bargaining unit, unless separated from state service for longer than a year in the interim.

Benefits:

ARTICLE	CHANGE
17.1	Life insurance increased from \$2,000 to \$10,000 per member
17.2	Life insurance for accidental death while on duty increased from \$100,000 to \$200,000
17.3.A	Employer health insurance contribution set at the amount necessary for the default/economy plans, rather than a fixed amount.

Monetary:

ARTICLE	CHANGE
21.1	Cost-of-Living adjustment, if funded, is 1% (first fiscal year of the contract), 1% (second year), 2.25% (third year)